



General Assembly

February Session, 2002

Raised Bill No. 416

LCO No. 1612

Referred to Committee on Public Health

Introduced by:
(PH)

AN ACT CONCERNING WORKING HOURS OF CERTAIN HOSPITAL EMPLOYEES.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective October 1, 2002*) (a) As used in this
2 section:

3 (1) "Employee" means an individual employed by a hospital who is
4 involved in direct patient care services and who receives an hourly
5 wage; and

6 (2) "Hospital" shall have the same meaning as set forth in section
7 19a-490 of the general statutes.

8 (b) No hospital may require an employee to work in excess of a
9 predetermined scheduled work shift agreed to by the employee,
10 provided such scheduled work shift is determined and promulgated
11 not less than forty-eight hours prior to the commencement of such
12 scheduled work shift. Any employee may volunteer or agree to work
13 hours in addition to such scheduled work shift but the refusal by an
14 employee to accept such additional hours shall not be grounds for

15 discrimination, dismissal, discharge or any other penalty or
16 employment decision adverse to the employee.

17 (c) The provisions of this section shall not apply: (1) To any
18 employee participating in a surgical procedure until such procedure is
19 completed; (2) to any employee working in a critical care unit until
20 such employee is relieved by another employee who is commencing a
21 scheduled work shift; and (3) in the case of an institutional emergency,
22 including, but not limited to, adverse weather conditions, catastrophe
23 or widespread illness, that in the opinion of the hospital administrator
24 will significantly reduce the number of employees available for a
25 scheduled work shift, provided the hospital administrator has made a
26 good faith effort to mitigate the impact of such institutional emergency
27 on the availability of employees.

This act shall take effect as follows:	
Section 1	October 1, 2002

Statement of Purpose:

To prohibit certain hospital employees from being required to work additional hours beyond what is scheduled, except under certain conditions.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]